

enrolled bills and joint resolutions through July 12, 1999.

J. DENNIS HASTERT,

*Speaker of the House of Representatives.*

The SPEAKER. Without objection, the appointment is accepted.

There was no objection.

#### RECOGNIZING LATE UNC-CHAPEL HILL CHANCELLOR MICHAEL HOOKER

(Mr. ETHERIDGE asked and was given permission to address the House for 1 minute and to revise and extend his remarks.)

Mr. ETHERIDGE. Mr. Speaker, I rise today to honor the memory of Michael Hooker, the Chancellor of the University of North Carolina. This Nation has lost a great educator, and I have lost a good friend.

Chancellor Hooker passed away Tuesday in the midst of his own service to the public after a courageous battle with cancer. He was just 53 years of age. Our prayers go out to his family.

In his 4 years at UNC, Chancellor Hooker established a reputation as a driven leader with a firm vision for North Carolina's future. He was committed to making UNC the best public university in the Nation. Hooker earned the respect of students, faculty and the citizens of North Carolina with his confidence and enthusiasm. Chancellor Hooker forged a strong bond with many students by meeting them on their own turf. He was a regular at UNC's dining halls and recreation centers and even was spotted crowd surfing in the student section during a UNC basketball game against their rival Duke University.

Mr. Speaker, as the former superintendent of my State and as the father of a UNC graduate, I know firsthand what an outstanding man Michael Hooker was. I worked with him on many projects. His vision and leadership will have a lasting impact on both the University and the citizens of North Carolina for years to come. Rest in peace, Michael Hooker.

He is survived by his wife, Carmen; his daughter, Alexandra; his mother Christine Hooker; and two stepdaughters, Jennifer and Cyndi Buell. Our prayers go out to his family.

Michael Hooker grew up in the coal country of Southwestern Virginia, where he quickly learned the value of education. Michael once said that his parents decided to have only one child to better commit their attention to his education. His parents' commitment paid off, as Michael earned his bachelor's degree in philosophy from UNC in 1969. After his graduation, he went on to great success, rising from a teaching post at Harvard University to the Presidency of Vermont's Bennington College at the young age of 36. Hooker then spent six years leading the University of Maryland-Baltimore County and another three years as the president of the University of Massachusetts system before returning to North Carolina to lead his alma mater into the 21st century.

#### SPECIAL ORDERS

The SPEAKER pro tempore (Mr. OSE). Under the Speaker's announced policy of January 6, 1999, and under a previous order of the House, the following Members will be recognized for 5 minutes each.

#### WE ARE WEARING THEM OUT: WHY WE NEED TO INCREASE ARMY TROOP STRENGTH

The SPEAKER pro tempore. Under a previous order of the House, the gentleman from Missouri (Mr. SKELTON) is recognized for 5 minutes.

Mr. SKELTON. Mr. Speaker, this year, at the urging of the Joint Chiefs of Staff and other senior military leaders, Congress has taken some critically important steps to improve military pay and benefits. Both the House and the Senate have now approved versions of the Fiscal Year 2000 Defense Authorization Bill that provide higher than requested pay raises for service personnel and reforms the pay table to better reward personnel who have performed particularly well and that repeal reductions in military retirement benefits enacted in 1986.

Although there remain minor differences between the two chambers on some details, service members can be assured that these much needed and much deserved improvements in pay and benefits are on the way.

I hope that the fine young men and women who serve in our Nation's military will see this as evidence that we appreciate what they are doing, that we are aware of how hard they are working, and that we understand, to some degree at least, the tremendous personal sacrifices we ask them to make for our country.

□ 2340

Having addressed pay and benefits, it is now time for the leaders in the military services and for the Congress to consider other critical steps to ease the burdens of military service. First and foremost in my mind is the need to stop imposing dreadfully excessive day-to-day demands on large parts of the force. The Congress is approving better pay and benefits in the hope that these measures will help stem the hemorrhage of high quality people from the force and ease recruitment of some new high quality people. Pay table reform in particular is designed to encourage the best of the best, the people whose work has led to rapid promotion, to stay in the service for a full career. But service members are not leaving the force simply or mainly because they are not being paid enough. Nobody makes the armed forces a career because of the financial rewards. Rather, too many good people are leaving because we are wearing them out.

Let me emphasize that point again, Mr. Speaker, we are wearing them out.

While it is not true of all parts of the force, for too many service members and too many key military specialties, their lives have become a never-ending and often unpredictable cycle of stand-ups and stand-downs; of preparation for exercises, exercises and recovery from exercises; of preparation for deployment abroad, deployment in often tense missions overseas, and of recovery from deployment; of temporary duty assignments to fill out units engaged in exercises or in missions abroad, or of working doubly hard at home to take up the slack caused by the loss of people on temporary duty assignments, and on and on. Unless we take steps to reduce the number of days many service members spend away from home, unless we ease the intensity and constancy of periods of overwork, unless we improve the predictability of periods away from home, unless we do all of these things, the extra pay and benefits we are providing will have but little effect in preserving a high quality, well-trained, ready military force.

All of the military services suffer from the problem of overwork to one degree or another. And all of the services are taking steps to try to ease the workload. Today, however, I want to talk in particular about the state of the Army, where I believe the underlying problems are most deep-rooted and where measures to ameliorate the problem will have to be most far reaching.

To put it bluntly, the Army today is too small. It is not big enough to carry out all of the responsibilities assigned to it without wearing out too many of its best people. We need a bigger Army. How much bigger? I will not at this time venture to say. I do not know whether we need 5,000 more people in the Army or 20,000 or 40,000. But I know we need more. For the record, in testimony before the House Committee on Armed Services in January 1996, Lieutenant General Ted Stroup, who was then the Army personnel chief, said the Army should be at 520,000 active duty troops, which is 40,000 more than is currently authorized.

I believe as well that we cannot afford to follow through on measures to reduce further the size of the Army National Guard and Reserve components. They, like the active Army, have been reduced enough. Instead of shrinking them further, we need to work on measures to improve the way in which reserve components can help, even more than they have, to ease the strains on the active part of the force.

To his credit, the new Chief of Staff of the Army, General Eric Shinseki, has begun already to raise the issue of personnel levels. In his confirmation hearing before the Senate Armed Services Committee 3 weeks ago, General Shinseki opened the door to a discussion of troop levels, saying, "It would